Introduced by: Councilmember Williams First Reading: June 6, 2005 Second Reading: June 13, 2005

ORDINANCE NO. 2005- 17 An Ordinance to Adopt an FY06 Pay Plan for Staff Who Are Not Covered By A Collective Bargaining Agreement

- **WHEREAS**, the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein; AND
- **WHEREAS**, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND
- **WHEREAS,** the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND
- WHEREAS, the Collective Bargaining Agreements require a minimum increase of 2.5%; AND
- **WHEREAS,** the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams NAYS:

ABSTAIN: ABSENT:

EMPLOYEE PAY SCALE - FY 06 Ordinance No. 2005-17 For Management Staff and Staff who are not covered by a collective bargaining agreement.

2.5% Market Adjustment Effective July 1, 2005

	STED 1	STED 2	STED 3	STED A	Mkt Poi	Mavimu
	OILI I	OILI Z	OILI 3	OILI T	WIKE I OII	Maximu
Appuel	\$24.906	\$25.642	¢26.412	\$27.204	\$20,020	\$33,111
Hourty	\$11.97	φ12.33	φ12.70	φ13.06	ψ13.4 <i>1</i>	\$15.92
Annual	\$26.380	\$27.181	\$27,006	\$28.836	\$20,701	\$35,098
				. ,		\$16.87
Tiourty	Ψ12.03	ψ10.01	ψ10. 4 0	ψ10.00	ψ14.20	ψ10.07
Annual	\$27,973	\$28.812	\$29,676	\$30.567	\$31 484	\$37,204
		. ,		. ,		\$17.89
riouny	Ψ10.10	ψ10.00	Ψ17.27	Ψ14.70	Ψ10.14	Ψ17.00
Annual	\$29 651	\$30 541	\$31 457	\$32 401	\$33 373	\$39,436
						\$18.96
1104119	V0	¥11.00	VIOII	¥10.00	V.0.0	V10.00
Annual	\$31,430	\$32,373	\$33,344	\$34,345	\$35,375	\$41,802
				\$16.51		\$20.10
Annual	\$33,316	\$34,315	\$35,345	\$36,405	\$37,497	\$44,310
Hourly	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$21.30
Annual	\$35,315	\$36,374	\$37,466	\$38,590	\$39,747	\$46,969
Hourly	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$22.58
		. ,		. ,		\$51,666
Hourly	\$18.68	\$19.24	\$19.81	\$20.41	\$21.02	\$24.84
						\$56,832
Hourly	\$20.54	\$21.16	\$21.79	\$22.45	\$23.12	\$27.32
	0.10.1.11	A=2 2/=	A=0.100	A=0.00=	A== 000	207.077
					-	\$65,357
Hourly	\$23.63	\$24.33	\$25.06	\$25.82	\$26.59	\$31.42
A	\$50.540	650.007	¢50.050	004 750	\$00.00	075 404
						\$75,161
Houriy	Φ27.17	\$27.96	ΦΖ0.0Z	\$29.09	\$30.56	\$36.13
Annual	\$64.090	\$66,039	\$68 046	\$71.015	\$73.145	\$86,435
		-			-	\$41.56
Hourry	ψ31.24	ψ32.10	ψυυ.10	ψ34.14	ψου.17	Ψ41.00
Annual	\$74 737	\$76,979	\$79 288	\$81 667	\$84 117	\$99,400
						\$47.79
ricarry	ψ00.00	ψ07.01	ψ00.1Z	Ψ00.20	Ψ10.77	ΨΤΙΙΙΟ
Annual	\$85,947	\$88,526	\$91,182	\$93,917	\$96,735	\$114,310
						\$54.96
	Annual Hourly Annual	Annual \$24,896 \$11.97 Annual \$26,389 \$12.69 Annual \$27,973 \$13.45 Annual \$29,651 \$14.26 Annual \$15.11 Annual \$33,316 \$16.02 Annual \$35,315 \$16.02 Annual \$38,846 \$16.98 Annual \$42,731 \$16.98 Annual \$42,731 \$16.98 Annual \$42,731 \$20.54 Annual \$49,141 \$20.54 Annual \$40,141 \$20.54 Annual \$40,141 \$20.54	Annual	Annual Hourly \$11.97 \$12.33 \$12.70 \$12.33 \$12.70 \$11.97 \$12.33 \$12.70 \$13.46 \$13.07 \$13.45 \$13.07 \$14.27 \$14.26 \$14.68 \$15.12 \$14.68 \$15.12 \$15.56 \$16.03 \$16.02 \$16.50 \$16.03 \$16.09 \$16.02 \$16.50 \$16.99 \$16.99 \$16.99 \$16.98 \$17.49 \$18.01 \$16.98 \$17.49 \$18.01 \$18.68 \$17.49 \$19.81 \$19.24 \$19.24 \$1	Annual Hourly \$12,69 \$25,642 \$26,412 \$27,204 \$13.08 \$12.70 \$13.08 \$12.70 \$13.08 \$12.70 \$13.08 \$12.70 \$13.08 \$12.70 \$13.08 \$12.69 \$13.07 \$13.46 \$13.86 \$13.86 \$13.07 \$13.46 \$13.86 \$13.86 \$13.45 \$13.85 \$14.27 \$14.70 \$13.45 \$13.85 \$14.27 \$14.70 \$14.26 \$13.45 \$13.85 \$14.27 \$14.70 \$14.26 \$14.68 \$15.12 \$15.58 \$14.000 \$15.11 \$15.56 \$16.03 \$16.51 \$15.12 \$15.58 \$16.02 \$16.50 \$16.99 \$17.50 \$16.90 \$17.50 \$18.00 \$18.55 \$16.02 \$16.90 \$17.50 \$18.00 \$18.55 \$16.50 \$16.90 \$18.55 \$16.50 \$16.90 \$18.55 \$16.50 \$16.90 \$18.55 \$16.50 \$16.90 \$18.55 \$16.50 \$16.90 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.50 \$16.90 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.00 \$18.55 \$16.0	Annual Hourly \$11.97 \$12.33 \$12.70 \$13.08 \$13.47 \$13.08 \$13.47 \$13.08 \$13.47 \$13.08 \$13.47 \$13.08 \$13.47 \$13.08 \$13.47 \$13.09 \$13.07 \$13.46 \$13.86 \$14.28 \$14.28 \$13.45 \$13.45 \$13.46 \$13.86 \$14.28 \$13.45 \$13.45 \$13.45 \$13.46 \$13.86 \$14.28 \$14.27 \$13.45 \$13.45 \$13.45 \$13.45 \$14.70 \$15.14 \$15.14 \$15.58 \$15.12 \$15.58 \$16.04 \$15.14 \$15.14 \$15.58 \$15.12 \$15.58 \$16.04 \$15.14 \$15.15 \$15.58 \$16.04 \$15.11 \$15.56 \$16.03 \$15.58 \$16.04 \$16.01 \$16.02 \$16.50 \$16.99 \$17.50 \$18.03 \$17.49 \$18.01 \$18.55 \$19.11 \$10.02 \$18.68 \$19.24 \$19.81 \$20.41 \$21.02 \$19.81 \$20.41 \$21.02 \$19.81 \$20.41 \$21.02 \$10.02 \$1